DOCUMENT RESUME

ED 388 406 PS 023 680

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TITLE The Changing Workforce. Highlights of the National Study, No. 1.
INSTITUTION Families and Work Inst., New York, NY.
PUB DATE 93
NOTE 109p.
AVAILABLE FROM Families and Work Institute, 330 Seventh Avenue, New York, NY 10001 ($25, plus $3.50 shipping and handling. Discount on orders of 5 or more copies).
PUB TYPE Reports - Research/Technical (143)

EDRS PRICE Document Not Available from EDRS.
DESCRIPTORS Economic Factors; *Employee Attitudes; *Employment; *Family Work Relationship; Job Satisfaction; Labor Conditions; Labor Economics; Labor Market; *Quality of Working Life; Sex Differences; Work Attitudes

ABSTRACT

This report presents results of a nationally representative longitudinal study of nearly 3,400 workers. The study investigated the work and personal/family lives of workers, particularly with respect to recent rapid changes in the economy, layoffs, and downsizing. The study was conducted through a series of hour-long phone interviews. The study design called for interviewing workers every 4 years and adding new cohorts of young workers at each data collection point. Key findings include the following: (1) workers today are more committed to themselves, and to doing their jobs well, than to their employers; (2) quality of work is more important to workers than the traditional value of money; (3) workers are more satisfied and committed when they have control over their jobs and schedules; (4) men and women do not manage differently; some groups have greater access to fringe benefits, flextime and leave policies, and dependent care assistance than others; (6) workers are protective of personal and family life; (7) women spend more time away from work due to their greater responsibility for children; and (8) childcare can be problematic for employed parents and can have far-reaching effects. (JW)

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